

103D CONGRESS  
1ST SESSION

# S. 456

To establish school-to-work transition programs for all students, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

FEBRUARY 25 (legislative day, JANUARY 5), 1993

Mr. SIMON (for himself and Mr. WOFFORD) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

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## A BILL

To establish school-to-work transition programs for all students, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Career Pathways Act  
5 of 1993”.

6 **SEC. 2. FINDINGS AND PURPOSE.**

7 (a) FINDINGS.—The Congress finds that—

8 (1) the workplace skills required by high school  
9 graduates have changed dramatically;

1           (2) if the United States is going to be competi-  
2       tive in the world market, all students must leave sec-  
3       ondary school with high skills;

4           (3) collaboration between schools and employers  
5       can improve academic instruction and workplace  
6       skills of students; and

7           (4) linking academic learning to the world of  
8       work can help promote an enthusiasm and motiva-  
9       tion for learning in all students.

10       (b) PURPOSE.—The purpose of this Act is to coordi-  
11   nate or build upon existing programs and to promote the  
12   establishment of new programs that link schools and busi-  
13   nesses to integrate academic learning and career skills, in  
14   order to—

15           (1) promote high academic standards;

16           (2) provide students with work skills recognized  
17   by an industry, in addition to a high school diploma  
18   and the potential for postsecondary education;

19           (3) involve students of all backgrounds in a pro-  
20   gram that links education with the workplace and  
21   involves students and employers in their commu-  
22   nities;

23           (4) encourage teacher innovation and team-  
24   work;

1 (5) integrate school-industry partnerships with  
 2 school reform and restructuring efforts; and

3 (6) remove barriers to entry into all high-wage,  
 4 high-skill occupations for young people regardless of  
 5 race, socioeconomic status, or gender.

6 **SEC. 3. CAREER PATHWAYS PROGRAM.**

7 The Job Training Partnership Act (29 U.S.C. 1501  
 8 et seq.) is amended by adding at the end the following  
 9 new title:

10 **“TITLE VIII—CAREER PATHWAYS**  
 11 **PROGRAMS**

12 **“PART A—GENERAL PROVISIONS**

13 **“SEC. 801. DEFINITIONS.**

14 “For purposes of this title, the following definitions  
 15 apply:

16 “(1) CAREER PATHWAYS.—The term ‘Career  
 17 Pathways’ (hereafter referred to in this title as ‘CP’)  
 18 programs includes any eligible partnerships which  
 19 provide school-to-work transition programs that are  
 20 for all students and that meet the requirements de-  
 21 scribed in section 811(b)(5). School-to-work transi-  
 22 tion programs such as preapprenticeship programs,  
 23 career academies, mentoring programs, tech prep,  
 24 co-op education, youth programs under parts B and  
 25 C of title II of the Job Training Partnership Act,

1 vocational education, school-based enterprises, or  
2 community service internships, that provide services  
3 that meet the requirements described in section  
4 811(b)(5) may be considered as CP programs.

5 “(2) COACHING.—The term ‘coaching’ means  
6 demonstrating skills a student will need to perform  
7 assigned tasks, monitoring and critiquing a student’s  
8 performance, and modeling good performance (such  
9 as thinking through decisions out loud).

10 “(3) COUNSELING.—The term ‘counseling’  
11 means one-on-one discussions between counselors  
12 and students that help students resolve any per-  
13 sonal, academic, or employment-related problems  
14 and that aid students in developing career options  
15 with attention to gender, race, or socioeconomic im-  
16 pediments to career options.

17 “(4) ELIGIBLE PARTNERSHIP.—

18 “(A) IN GENERAL.—The term ‘eligible  
19 partnership’ means the collaboration or partner-  
20 ship of—

21 “(i) a school or local education agen-  
22 cy;

23 “(ii) an employer or an employer asso-  
24 ciation; and

1                   “(iii) a labor union or employee rep-  
2                   resentative.

3                   “(B) OTHER PARTNERSHIPS.—An eligible  
4                   partnership may also include—

5                   “(i) a nonprofit organization;

6                   “(ii) a community-based organization;

7                   “(iii) an institution of higher edu-  
8                   cation;

9                   “(iv) a State employment agency; or

10                  “(v) the private industry council.

11                 “(5) EMPLOYEE REPRESENTATIVE.—The term  
12                 ‘employee representative’ means an individual or as-  
13                 sociation in a nonsupervisory role designated to rep-  
14                 resent the best interests of CP program students at  
15                 the workplace with respect to all Federal and State  
16                 employee protection laws, where a labor union rep-  
17                 resentative does not exist.

18                 “(6) INDUSTRY.—The term ‘industry’ means  
19                 any employers, employer associations, and labor  
20                 unions (or employee associations where labor unions  
21                 do not exist), that participate in similar product or  
22                 service markets.

23                 “(7) MENTORING.—The term ‘mentoring’  
24                 means helping a student socialize and assimilate into  
25                 a workplace culture by helping such student solve

1 problems, advising such student on academic and ca-  
2 reer questions, and providing role models to students  
3 interested in participating in occupations which have  
4 traditionally been gender-specific.

5 “(8) PREAPPRENTICESHIP PROGRAM.—The  
6 term ‘preapprenticeship program’ means a program  
7 that provides academic and work-related instruction  
8 to equip students with the skills necessary to enter  
9 registered apprenticeship programs.

10 “(9) SCHOOL-TO-WORK TRANSITION.—The term  
11 ‘school-to-work transition’ means academic instruc-  
12 tion and work-based learning that integrate aca-  
13 demic, technical and occupational skills for the pur-  
14 poses of—

15 “(A) creating career and higher education  
16 options for high school graduates;

17 “(B) removing the labels of and barriers  
18 between college-bound and noncollege-bound  
19 students; and

20 “(C) removing the barriers to career-entry  
21 employment for youth.

22 “(10) WORK-BASED LEARNING.—The term  
23 ‘work-based learning’ means instruction that occurs  
24 at a workplace which integrates academic instruction  
25 and occupational skills, and that includes the use of

1 a formal plan for managing a student's work experi-  
 2 ence. Such plan should map out sequential activities  
 3 to teach workplace skills, build academic and tech-  
 4 nical skills, and provide such student with a com-  
 5 prehensive picture of interrelated occupations. Such  
 6 plan should also identify one or more employees at  
 7 the worksite who will provide coaching and  
 8 mentoring for such student.

9 **"SEC. 802. AUTHORIZATION OF APPROPRIATIONS.**

10 "There are authorized to be appropriated to carry out  
 11 this title \$250,000,000 for fiscal year 1994, \$500,000,000  
 12 for fiscal year 1995, and such sums as may be necessary  
 13 for each of the fiscal years 1996, 1997, and 1998.

14 **"SEC. 803. ESTABLISHMENT OF A GRANT PROGRAM.**

15 "(a) OVERALL PROGRAM AUTHORITY.—The Sec-  
 16 retary, in consultation with the Secretary of Education,  
 17 shall—

18 "(1) award CP program grants to eligible part-  
 19 nerships;

20 "(2) award grants to States to develop or ex-  
 21 pand statewide CP systems;

22 "(3) award grants to an industry or trade asso-  
 23 ciation or a labor union to design and implement an  
 24 industry-wide or occupation-wide CP program;

1           “(4) administer a system to inform employers  
2           and educators about CP programs with special con-  
3           sideration given to increasing the diversity of skilled  
4           youth, and to encourage such employers and edu-  
5           cators to participate in CP programs, particularly  
6           programs located in economically disadvantaged  
7           areas;

8           “(5) establish or fund an entity to provide tech-  
9           nical assistance to States, educators, employers, eli-  
10          gible partnerships, labor unions or employee rep-  
11          resentatives, or schools, particularly schools with  
12          high concentrations of economically disadvantaged  
13          students, with respect to establishing and maintain-  
14          ing CP programs;

15          “(6) assist national employer associations, labor  
16          unions, and training professionals in the research  
17          and development of national skills standards and  
18          certification that employ valid and unbiased methods  
19          of assessment;

20          “(7) make every effort to ensure that CP  
21          grants serve a diverse population in terms of gender,  
22          socioeconomic status, geographic location, and rural  
23          and urban settings;

24          “(8) provide a uniform format (that is in ac-  
25          cordance with other Federal education and human



1 resource program reporting requirements, to the ex-  
2 tent possible) for program grant recipients to annu-  
3 ally report program outcomes that identify program  
4 outcomes by age, gender, and race;

5 “(9) conduct an annual survey of all planning  
6 grant recipients to determine the progress of state-  
7 wide school-to-work transition systems;

8 “(10) study the need for a national CP system  
9 and not later than December 31, 1995, prepare and  
10 submit to the appropriate Committees of Congress a  
11 report containing findings and recommendations  
12 with respect to such study;

13 “(11) review and approve statewide plans for  
14 CP programs; and

15 “(12) evaluate the CP programs and, not later  
16 than December 31, 1995, and biannually thereafter,  
17 prepare and submit to the appropriate Committees  
18 of Congress a report on the status and success of  
19 the programs funded under this Act.

20 “(b) GRANTS AUTHORIZED.—The Secretary may  
21 award grants under this title on a competitive basis to—

22 “(1) eligible partnerships to enable such part-  
23 nerships to establish, expand or operate CP pro-  
24 grams; and

1           “(2) States to enable such States to plan and  
2       develop statewide systems for establishing or operat-  
3       ing CP programs.

4       **“PART B—CP PROGRAM PARTNERSHIP GRANT**

5       **“SEC. 811. GRANT APPLICATIONS.**

6           “(a) IN GENERAL.—

7           “(1) ELIGIBILITY.—To be eligible for a grant  
8       under this title, an eligible partnership shall prepare  
9       and submit an application to the Secretary at such  
10      time, in such form, and accompanied by such infor-  
11      mation as the Secretary may reasonably require.

12          “(2) JOINT SUBMISSION.—An application under  
13      paragraph (1) shall be jointly prepared and submit-  
14      ted to the Secretary by members of the eligible  
15      partnerships.

16          “(b) CONTENTS OF APPLICATION.—Each application  
17      submitted under paragraph (1) shall—

18          “(1) describe the lead fiscal agent of the part-  
19      nership and the manner in which funds received by  
20      such partnership will be used to design and imple-  
21      ment a CP program;

22          “(2) provide assurances that the eligible part-  
23      nership will meet the matching requirement of sec-  
24      tion 813(c);

1           “(3) identify the funding sources to be used in  
2           meeting the matching requirement of section 813(c);

3           “(4) describe how funds received, or to be re-  
4           ceived, by the applicant from appropriate Federal  
5           programs will be used to operate the CP program;

6           “(5) provide assurances that the CP program to  
7           be established by the applicant will include—

8                   “(A) an integration of school-based learn-  
9                   ing with worksite learning, including—

10                           “(i) collaborative efforts between  
11                           teachers and industry to assimilate aca-  
12                           demic curricula and classroom teaching  
13                           methods with worksite technical and orga-  
14                           nizational requirements; and

15                           “(ii) use of work-related equipment or  
16                           materials whenever possible in classrooms;

17                   “(B) training and orientation for teachers  
18           and employees that provide—

19                           “(i) teacher training in and orienta-  
20                           tion to occupational, technical and em-  
21                           ployer skill requirements, including ad-  
22                           dressing any gender equity issues where  
23                           appropriate; and

1           “(ii) employee training in and orienta-  
2           tion to educational and mentoring require-  
3           ments;

4           “(C) the use of high academic standards  
5           that maintain future academic and career op-  
6           tions;

7           “(D) occupational and technical training  
8           that provides—

9               “(i) broad experience in and an un-  
10              derstanding of all aspects of an industry,  
11              such as planning, management, finance,  
12              underlying principles of relevant tech-  
13              nologies, community issues, and labor is-  
14              sues;

15              “(ii) experience with and knowledge of  
16              any technical and production skills, as well  
17              as health, safety, and environmental stand-  
18              ards; and

19              “(iii) industry-wide, occupation-spe-  
20              cific knowledge, skills and abilities;

21           “(E) instruction in employability skills, in-  
22           cluding—

23               “(i) the ability to manage resources,  
24              to work with others and to maintain good  
25              work habits; and

1 “(ii) the ability to acquire and use in-  
2 formation, to understand and master sys-  
3 tems, and to work with technologies;

4 “(F) work-based learning that includes—

5 “(i) a formal training agreement be-  
6 tween the school, teacher, student, em-  
7 ployer, parents or guardian, and partici-  
8 pating employees or an employee rep-  
9 resentative, outlining respective roles and  
10 responsibilities of each individual or entity  
11 described in this clause;

12 “(ii) a formal work-site training plan;

13 “(iii) employee mentors; and

14 “(iv) paid work for students with  
15 wages to reflect such students’ increasing  
16 skill levels throughout such students’ par-  
17 ticipation in the program;

18 “(G) preenrollment counseling and support  
19 or linkages to programs that provide—

20 “(i) as early as possible, career guid-  
21 ance, exploration and counseling to help  
22 students define academic goals and develop  
23 career interests; and

24 “(ii) supplemental tutoring and aca-  
25 demic assistance to help students achieve

1 the educational prerequisites for participa-  
2 tion in a CP program;

3 “(H) career guidance and program support  
4 services that provide—

5 “(i) career guidance and counseling to  
6 students in preparation for post-program  
7 employment and education; and

8 “(ii) supplemental educational, occu-  
9 pational, or work-based learning assistance  
10 to assist students who are experiencing dif-  
11 ficulty in meeting CP program standards;

12 “(I) skill certification or postsecondary  
13 educational credit for students, including the  
14 receipt of a certification of occupational skills  
15 based on national or industry-wide occupational  
16 skill standards, where available, by students  
17 who have successfully completed the CP pro-  
18 gram (such certification is to be in addition to  
19 academic credits earned for the high school  
20 diploma);

21 “(J) active collaboration among employers,  
22 schools, students, parents, unions, or employee  
23 representatives and community-based organiza-  
24 tions, where appropriate, in program design and  
25 implementation;

1           “(K) methods to assess academic mastery,  
2           employability knowledge and skills, occupational  
3           and technical instruction as well as matricula-  
4           tion into postsecondary work or educational  
5           programs;

6           “(L) assurances from employers that Fed-  
7           eral and State laws relating to the safety,  
8           health, and well being of employees, including  
9           the right to a harassment-free workplace, apply  
10          to CP program students and that CP students  
11          do not displace current employees;

12          “(M) admission criteria that permit entry  
13          into the CP program and that are consistent  
14          with Federal civil rights laws governing feder-  
15          ally funded education programs and governing  
16          employers;

17          “(N) training options and career counsel-  
18          ing that address nontraditional employment for  
19          women and that facilitate the entry of minori-  
20          ties and women into high-skill, high-wage pro-  
21          fessions; and

22          “(O) systematic efforts to place graduates  
23          in full-time employment in the field for which  
24          such graduates have been certified, or to assist

1           such graduates in pursuing postsecondary edu-  
2           cation or continued work preparation; and

3           “(6) provide assurances that students who com-  
4           plete the CP program will be academically and tech-  
5           nically prepared to enter postsecondary educational  
6           institutions, registered apprenticeship programs, or  
7           other structured, employer-sponsored training pro-  
8           grams.

9   **“SEC. 812. GENERAL PROGRAM REQUIREMENT OF GRANT**  
10                   **RECIPIENTS.**

11       “(a) ANNUAL REPORT.—All grant recipients under  
12 this title shall submit to the Secretary an annual report  
13 that includes evaluations of the progress made by students  
14 in the CP program.

15       “(b) FORMAT OF ANNUAL REPORT.—The Secretary  
16 shall by regulation prescribe a uniform format that all  
17 grant recipients shall use in the submission of annual re-  
18 ports under paragraph (1).

19   **“SEC. 813. FEDERAL CP SHARE.**

20       “(a) IN GENERAL.—The Federal share under this  
21 title may not exceed—

22           “(1) 80 percent of the cost of the CP program  
23           for the first year for which the eligible partnership  
24           receives funds under this title; and



1           “(2) 50 percent of the cost of the CP program  
2           for the second and any succeeding year for which an  
3           eligible partnership receives funds under this title.

4           “(b) COST DEFINED.—For purposes of subsection  
5 (a), the term ‘cost’ means the additional cost per public  
6 high school student per year incurred by the local edu-  
7 cational agency and members of the eligible partnership  
8 in excess of the cost per student per year of a public high  
9 school education. Such cost does not include the cost of  
10 student wages.

11          “(c) NON-CP SHARE.—

12           “(1) MATCHING REQUIREMENT.—The Sec-  
13 retary may not make a grant to an eligible partner-  
14 ship under this title unless such partnership agrees  
15 to make available non-CP contributions toward the  
16 costs of carrying out the CP program established  
17 with the amounts received under the grant. Such eli-  
18 gible partnership may use funds from other Federal  
19 programs to make up the non-CP contribution. The  
20 amount of such non-CP contributions shall be equal  
21 to at least—

22           “(A) in the case of the first grant year,  
23           100 percent of the costs of such program dur-  
24           ing such year less the Federal CP share under  
25           subsection (a)(1); or

1           “(B) in the case of a second and any suc-  
2           ceeding grant year, 100 percent of the costs of  
3           such program during such year less the Federal  
4           CP share under subsection (a)(2).

5           “(2) IN-KIND CONTRIBUTIONS PERMITTED.—  
6           The share of payments from sources other than  
7           funds made available under this title may be in cash  
8           or in-kind fairly evaluated, including equipment and  
9           services.

10           **“PART C—STATE CP PROGRAM SYSTEM**  
11                           **PLANNING GRANT**

12           **“SEC. 821. GRANT APPLICATIONS.**

13           “(a) IN GENERAL.—To be eligible for a grant under  
14           this title, a State, in consultation with the State Human  
15           Resource Investment Council or if such Council does not  
16           exist, the State elementary, secondary, and vocational edu-  
17           cation agencies, shall prepare and submit an application  
18           to the Secretary at such time, in such form, and accom-  
19           panied by such information as the Secretary may reason-  
20           ably require.

21           “(b) CONTENTS OF APPLICATION.—Each application  
22           submitted under subsection (a) shall describe the manner  
23           in which the funds received by a State under this title  
24           will be used to design and implement a statewide CP pro-  
25           gram that addresses, as appropriate—

1           “(1) the planning and development of a system  
2           for identifying employers, who provide employment  
3           in industries where high-wage, high-skill occupations  
4           are growing, to participate in CP programs;

5           “(2) the identification and development of an  
6           entity to help link schools with employers for the es-  
7           tablishment and ongoing support of CP programs;

8           “(3) the provision or funding of a system of  
9           technical assistance for schools, teachers, employers,  
10          unions or employee representatives, community-  
11          based organizations, or parents, interested in estab-  
12          lishing CP programs that encourage a diverse set of  
13          career options for all students;

14          “(4) the coordination with other States or na-  
15          tional associations to develop unbiased and valid  
16          statewide skill certification processes for CP pro-  
17          grams and participation in the development of na-  
18          tional skills standards and skills certification for CP  
19          program graduates;

20          “(5) the provision of training and orientation  
21          for members of eligible partnerships in gender equity  
22          issues in education, career selection, and on present-  
23          ing non-traditional career options to all students;  
24          and

1           “(6) the expansion of existing statewide CP  
2           programs.

3   **“SEC. 822. GENERAL PROGRAM REQUIREMENTS FOR STATE**  
4                   **CP PROGRAM SYSTEM PLANNING GRANT RE-**  
5                   **CIPIENTS.**

6           “(a) IN GENERAL.—The Secretary shall provide an  
7   annual survey to all grant recipients that shall be designed  
8   to evaluate the progress of statewide CP programs and  
9   skill standards and certification development.

10          “(b) SURVEY RESPONSE.—Grant recipients shall  
11   submit a response to the annual survey under paragraph  
12   (1) to the Secretary not later than 60 days after such sur-  
13   vey is received.

14          **“PART D—INDUSTRY CP PROGRAM GRANTS**

15   **“SEC. 831. GRANT APPLICATION.**

16          “(a) IN GENERAL.—To be eligible for a grant under  
17   this title, an industry or trade association or a labor union  
18   shall prepare and submit to the Secretary an application  
19   at such time, in such form, and accompanied by such in-  
20   formation as the Secretary may reasonably require.

21          “(b) CONTENTS OF APPLICATION.—Each application  
22   submitted under subsection (a) shall describe the manner  
23   in which funds received by an association or union under  
24   this title will be used to design and implement an industry-  
25   wide or occupation-wide CP program that addresses, as

1 appropriate, issues described in paragraphs (1) through  
 2 (5) in section 821(b).”.

3 **SEC. 4. TECHNICAL AMENDMENTS.**

4       The table of contents in section 1 of the Job Training  
 5 Partnership Act is amended by adding at the end the  
 6 following new items:

“TITLE VIII—CAREER PATHWAYS PROGRAMS

“PART A—GENERAL PROVISIONS

“Sec. 801. Definitions.  
 “Sec. 802. Authorization of appropriations.  
 “Sec. 803. Establishment of a grant program.

“PART B—CP PROGRAM PARTNERSHIP GRANT

“Sec. 811. Grant applications.  
 “Sec. 812. General program requirement of grant recipients.  
 “Sec. 813. Federal CP share.

“PART C—STATE CP PROGRAM SYSTEM PLANNING GRANT

“Sec. 821. Grant applications.  
 “Sec. 822. General program requirements for State CP program system plan-  
       ning grant recipients.

“PART D—INDUSTRY CP PROGRAM GRANTS

“Sec. 831. Grant applications.”.

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